

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: Township of Hanover County: Morris
Employee Organization: Superior Officers Association - Local 128A Employees in Unit: 3
Base Year Contract Term: 1/1/2009 12/31/2013 New Contract Term 1/1/2014 12/31/2017
Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
Section III: Economic - Costs inside base salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Salary	\$386,949		\$394,689	
Increment	\$0	N/A	\$0	N/A
Longevity	\$0		\$0	
Section IV: Additional Costs List economic items. Indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 Uniform Allowance		\$2,250		\$2,250
Item 2 Uniform Maintenance		\$900		\$1,200
Item 3 Education		\$3,600		\$5,400
Item 4				
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$386,949 (Total Economic) Section III & IV	\$6,750 (Total Non-salary Economic)	\$394,689 (Total Economic) Section III & IV	\$8,850 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$386,949

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Percent Increase	2%	2%	2%	2%
Actual dollar increase	\$7,740	\$7,893	\$8,051	\$8,213
Total Economic Costs (successor agreement)	\$394,689	\$402,582	\$410,633	\$418,846

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 2%
Dollar Impact (average per year over term of agreement) \$7,975

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$74,784	\$79,596
Employee Contributions	\$16,104	\$25,435
Prescription		
Dental	\$3,456	\$3,456
Vision		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by:

SILVIO ESPOSITO
 Print Name
[Signature]
 Signature
 Title: CMFO
 Date: 6/22/15